

BEARINGS





BEARINGS



BEARINGS history

Chartered by the Secretary of the Navy on February 2000.

HRBOD Pivotal Decision Date to go forward on April 2000.

CINCLANTFLT Pilot course held October 2000.





BEARINGS

What is ~~BEARINGS?~~

On 14 February 2000, Secretary of the Navy approved a retention initiative that would provide training on life management skills to Sailors who were determined to be "at risk" for completing their first enlistment in the Navy.

The Human Resources Board of Directors Executive Steering Committee was briefed on the Bearing Program initiative. With input from Fleet representatives, Chief of Naval Education and Training developed the curriculum. This training course combines the expertise of trained Navy instructors and Navy counselors with the resources of a variety of Navy organizations to provided a curriculum focused on improving the decision-making skills of Zone "A" Sailors. Regional support includes the resources of the following: Family Support Center covers stress and anger management, financial responsibility and communications; Morale, Welfare, and Recreation (MWR) provides high visibility for local programs; Drug and Alcohol Program Management Activity (DAPMA) covers drug and alcohol topics; Navy College

Program office provides educational information and initial testing; and the Chaplains Religious Enrichment Development Operation (CREDO) through the regional Chaplain center facilitates a self introspective personal growth retreat. Other training resources will provide information on topics of topical interest to the student population. The primary training sites are located at the Training

BEARINGS

Purpose



“... dedicated to reach our young Sailors before they begin a pattern of misconduct, substance abuse, or other paths that we know will lead to early attrition.”

RADM Lafleur

Ref: CINCLANTFLT msg 101623Z Oct 00



BEARINGS



Mission Statement

*“To build life skills that promote
both successful professional and
personal lives.”*



BEARINGS



Eligibility

The focus for this training is for E1-E4 Zone “A” Sailors who are having a tough time adjusting to their new responsibilities, or are heading towards a pattern of misconduct.

BEARINGS is also an outstanding tool for preventative measures ... even to the extent of being a part of a command's indoctrination program.

BEARINGS

Training Program

- **Two week non-residential TAD**
- **Two-day Personal Growth Seminar (CREDO)**
- **One day High/Low ROPES, Rock Gym**
- **Conducted in a training environment similar to the Navy's existing leadership course, and includes:**
 - ✓ **Musters**
 - ✓ **Personnel inspections**
 - ✓ **Physical Training (three complete PRTs)**
 - ✓ **Required reading assignments**

BEARINGS - ATLANTIC SCHEDULE

Week 1

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
700	ADMIN	INDIVIDUAL	INDIVIDUAL	INDIVIDUAL	PERSONNEL
730	COURSE	COUNSELING	COUNSELING	COUNSELING	INSPECTION
800	INTRO (0-1)		PERSONAL	PERSONAL	FITNESS AND
830	DEVELOPING		GROWTH	GROWTH	NUTRITION (3-1)
900	AND		SEMINAR	SEMINAR	MOTIVATION
930	BUILDING TRUST	ROPEs			AND
1000	(1-1)				GOAL SETTING (4-1)
1030	PGS				
1100	INTRO				LUNCH
1130	LUNCH	LUNCH	LUNCH	LUNCH	
1200					COMMUNICATION
1230	PERSONAL VISION				SKILLS (4-2)
1300	AND				PROBLEM
1330	VALUES	ROPEs	PERSONAL	PERSONAL	SOLVING (4-3)
1400	(2-1/2-2)	(CONT)	GROWTH	GROWTH	GRIEVANCE
1430	MWR		SEMINAR	SEMINAR	PROCEDURES (4-4)
1500	AND				PFT
1530	ROPEs				
1600	BRIEF				

BEARINGS - ATLANTIC SCHEDULE

Week 2

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
700	INDIVIDUAL COUNSELING	INDIV. COUNSELING	INDIV. COUNSELING	INDIVIDUAL COUNSELING	INDIV. COUNSELING
730		PERSONNEL			CAREER
800	CHOICES (2-5)	INSPECTION	MANAGING STRESS (3-4)	DEVELOPING A BUDGET (4-7)	DECISION BRIEF (4-8) NAVY
830					BENEFITS (4-9)
900	MAKING CHANGES (2-6)	RESPONSIBLE LIVING/SEXUAL BEHAVIOR (3-3)	MANAGING ANGER (3-5)	MANAGING FINANCES (4-7)	NAVY ADVANCEMENT (4-10) TF EXCEL (4-11)
930					
1000					GRADUATION
1030					
1100	LUNCH	LUNCH	LUNCH	LUNCH	
1130					
1200			MANAGING CONFLICT (3-6)		
1230	ALCOHOL/ DRUGS USE AND PREVENTION (3-2)	MEN OF HONOR	ASSET TEST	MANAGING FINANCES (CONT) (4-7)	
1300					
1330		INDIV. COUNSELING			
1400					
1430	PFT	PFT			
1500					
1530			NAVY COLLEGE	THRIFT SAVINGS PLAN	
1600					



BEARINGS

Post BEARINGS...

Feedback to the Command

- Letter to Command Master Chief mailed within 3-5 days of course completion.
- Individual recommendations from one-on-one counseling sessions.
- Individual Personal Action Plan (PAP).
- ASSET test results (with recommendations wrt Academic Skills program).

Feedback from the Command

- Six month follow-up with Command Master Chief (with specific questions).
- One year follow-up with Command Master Chief (with specific

BEARINGS... course metrics

Date/Location	Class #	Sailors attended	N P(s) prior to Bearings	N P(s) after Bearings	CCU(s) after Bearings	Attrited after Bearings	Advanced after Bearings	Still serving on active duty
Oct 2000/NAVSTA Norfolk	00-010	20	2	7	3	3	11	15
Jan 2001/NAVSTA Norfolk	00-020	15	4	4	0	3	6	10
Feb 2001/NAVSTA Norfolk	01-030	11	2	9	3	2	3	6
Mar 2001/NAVSTA Norfolk	01-040	10	1	3	0	6	1	2
Apr 2001/NAS Brunswick	01-052	24	3	4	2	2	17	17
May 2001/NAVSTA Norfolk	01-060	8	1	2	0	0	2	5
May 2001/NAVSTA Pasagoula	01-065	20	7	3	0	2	10	14
Jun 2001/NAVSTA Norfolk	01-070	21	0	3	1	3	7	13
Jun 2001/NAVSTA Mayport	01-075	18	0	2	0	4	7	13
Jun 2001/NAVSTA Norfolk	01-080	28	0	4	0	5	9	15
Jun 2001/NAS Jacksonville	01-081	23	6	1	0	3	11	18
Jul 2001/NAS Oceana	01-082	22	4	2	1	2	9	17
Aug 2001/NAVSTA Norfolk	01-090	17	4	2	1	2	3	11
Sep 2001/NAVSTA Norfolk	01-100	13	3	1	1	1	3	9
Sep 2001/NAS Brunswick	01-102	18	4	1	0	1	8	16
Oct 2001/NAVSTA Norfolk	02-010	17	4	2	0	8	3	6
Nov 2001/NAVSTA Norfolk	02-020	22	7	3	0	4	7	12
Nov 2001/NAS Oceana	02-030	21	3	2	0	4	6	13
Dec 2001/NAB Little Creek	02-035	18	5	2	0	0	7	16
Jan 2002/NAVSTA Norfolk	02-040	21	1	1	0	3	7	17
Feb 2002/NAVSTA Norfolk	02-050	29	4	2	0	5	10	21
Feb 2002/NAVSTA Mayport	02-055	30	7	4	0	7	12	22
Mar 2002/NAS Oceana	02-060	27	4	5	0	5	9	17
Mar 2002/NAVSTA RRPR	02-065	27	3	1	0	0	9	23
Mar 2002/NAVSTA Norfolk	02-070	22	9	7	1	4	6	14
Apr 2002/NAB Little Creek	02-080	18	3	0	0	3	4	10
Apr 2002/NAS Oceana	02-090	19	3	0	0	7	3	12
May 2002/NAS Jacksonville	02-095	25	6	2	1	3	8	21
Jun 2002/NAVSTA Norfolk	02-100	21	5	1	0	1	9	16
Jun 2002/NAS Brunswick	02-105	17	7	1	0	4	4	10
Jul 2002/CBC Gulfport	02-115	11	3	2	0	1	3	8

Continued next page...

BEARINGS... course metrics (continued)

Date/Location	Class #	Sailors attended	N P(s) prior to Bearings	N P(s) after Bearings	CCU(s) after Bearings	Attrited after Bearings	Separated honorably at EAOS	Advanced after Bearings	Still serving on active duty
Jul 2002/NAVSTA Norfolk	02-125	23	5	6	0	8	0	8	15
Aug 2002/NAB Little Creek	02-130	16	2	2	0	3	1	5	12
Aug 2002/NAS Keflavik	02-135	25	3	1	0	6	1	8	18
Sep 2002/NAS Oceana	02-140	17	3	0	0	3	0	2	14
Sep 2002/NAVSTA Mayport	02-145	22	2	1	0	4	0	9	18
Oct 2002/NAVSTA Norfolk	03-010	18	4	1	0	2	0	8	16
Oct 2002/NAS Brunswick	03-020	20	4	2	0	3	0	6	17
Dec 2002/NAVSTA Norfolk	03-030	15	1	2	0	3	1	8	11
Jan 2003/NAS Oceana	03-040	12	3	2	0	0	1	5	11
Jan 2003/NPDC Norfolk	03-050	17	5	1	0	0	2	3	15
Feb 2003/NAVSTA Mayport	03-060	27	3	7	1	9	0	6	18
Mar 2003/NAVSTA Norfolk	03-070	18	3	0	0	0	1	6	17
Mar 2003/NAVSTA RRPR	03-080	26	5	0	0	2	0	6	24
Apr 2003/NAS Oceana	03-090	13	2	3	0	5	0	1	8
May 2003/NAS Jacksonville	03-100	9	3	0	0	0	0	3	9
May 2003/NAVSTA Norfolk	03-110	18	6	3	0	2	2	4	14
Jun 2003/NSB New London	03-120	13	5	0	0	0	0	4	13
Jun 2003/NAVSTA Mayport	03-130	25	18	4	0	2	0	8	23
Jul 2003/NAS Oceana	03-140	13	4	1	0	1	0	0	12
Jul 2003/NAVSTA Mayport (J FK)	03-150	23	3	0	0	2	0	0	21
Jul 2003/NAVSTA Ingleside	03-160	14	13	0	0	1	1	3	12
Aug 2003/NAVSTA Norfolk	03-170	17	4	4	0	3	0	0	14
Aug 2003/NAS Brunswick	03-180	8	3	3	0	3	0	1	5
Sep 2003/NAVSTA Mayport	03-190	18	7	1	0	2	0	0	16
Sep 2003/NAS Oceana	03-200	9	2	0	0	0	0	2	9
Oct 2003/NAVSTA Norfolk	04-010	15	7	0	0	0	0	4	15
Dec 2003/NAS Jacksonville	04-030	16	9	0	0	0	0	0	16
Jan 2004/NAVSTA Norfolk	04-050	21	11	0	0	0	0	0	21
Feb 2004/NAVSTA Mayport	04-070	13	6	0	0	0	0	0	13
Feb 2004/NAS Brunswick	04-060	13	3	0	0	0	0	0	13
Mar 2004/NAVSTA Norfolk	04-080	20	8	0	0	0	0	0	20

Continued next page...

BEARINGS

BEARINGS... course metrics (continued)

Date/Location	Class #	Sailors attended	NJP(s) prior to Bearings	NJP(s) after Bearings	CCU(s) after Bearings	Separated honorably at EAOS	Attrited after Bearings	Advanced after Bearings	Still serving on active duty
Apr 2004/NWS Charleston	04-090	13	6	0	0	0	0	4	13
Apr 2004/NAS Oceana	04-100	12	4	0	0	0	0	4	12
May 2004/NAS Jacksonville	04-110	22	3	0	0	0	0	13	22
May 2004/NAVSTA Norfolk	04-120	22	4	0	0	0	0	7	22
Jun 2004/NSB New London	04-130	11	0	0	0	0	0	4	11
Jun 2004/NAVSTA Mayport	04-140	8	0	0	0	0	0	6	8
Jul 2004/NAS Sigonella Sicily	04-150	30	2	0	0	0	0	0	30
Aug 2004/NAS Brunswick	04-160	22	4	0	0	0	0	0	22
Aug 2004/NAVSTA Norfolk	04-170	19	10	0	0	0	0	0	19
Sep 2004/NAVSTA Mayport	04-180	Scheduled							
Sep 2004/NAS Sigonella Sicily	04-190	Scheduled							
Sep 2004/NAVSTA Norfolk	04-200	Scheduled							
TOTAL	71	1306	305	129	15	163	197	685	948

ADSEP Breakdown: 92 Drug Abuse; 72 Misconduct; 5 Parenthood; 23 Medical; 5 miscellaneous. Updated 17 AUG 2004

BEARINGS

Combined LANT & PAC Metrics

Updated 17 AUG 04

BEARINGS - CLASS METRICS									
BEARINGS location	Number of classes	Sailors who have attended	N P(s) prior to Bearings	N P(s) after Bearings	CCU(s) after Bearings	Attrited after Bearings	Advanced after Bearings	Reenlisted after Bearings	
Atlantic	71	1306	305	129	15	197	685	155	
Pacific	63	1440	521	107	14	188	563	38	
TOTAL	134	2746	826	236	29	385	1248	193	

BEARINGS

~~BEARINGS-Atlantic~~

Update

- **1,306 Sailors have attended BEARINGS since pilot course in October 2000.**
- **71 classes conducted since pilot course... an average of 18 Sailors per class.**
- **Only 197 graduates have separated prior to EAOS... an attrition rate of 15%.**
- **Current Fleet Force Command (Atlantic) attrition rate is 22.7%.**
- **The BEARINGS program current success rate is 85%.**
- **948 Sailors (72.5%) are still serving honorably on active duty.**
- **163 course graduates completed their first enlistment contract with an Honorable Discharge.**
- **155 Sailors have reenlisted since graduating the BEARINGS course.**
- **685 BEARINGS graduates have since been advanced to PO3 or PO2.**

BEARINGS

Attrition...cost to Fleet Forces Command (Atlantic Fleet only)



Fleet Forces Command

**Approximate monitory
loss in training dollars
due to FFC attrition in
the
past 12 months...**

Fleet Forces Command

**attrition rate:
22.7%**

**BEARINGS -
Atlantic
Budget for FY04:**

\$200,000

BEARINGS

**Training dollars saved by
eliminating attrition of
1,109 Sailors:**

\$22,152,275.0

0

BEARINGS

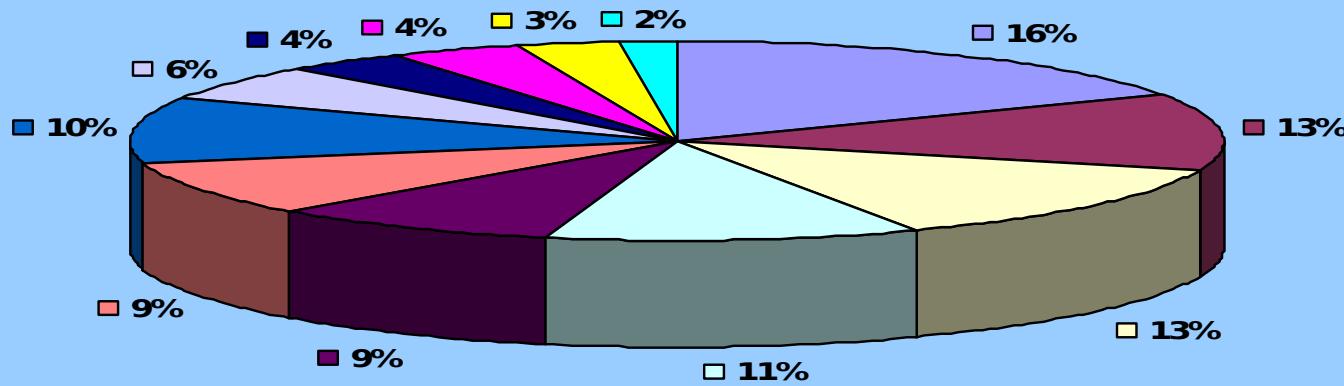
attrition rate: 15%

ion Summary for 12 month period ending 30 June 2004. Total attrites 3,991 multiplied by average cost of training a Sailor (\$19,975). Attrition data source: NAVRET data base. Cost of a Sailor source: CNRC (FY04 data).

BEARINGS

Attendance breakdown... reasons commands have sent Sailors to BEARINGS

Data through 15 AUG 04



■ MILITARY BEARING ISSUES

■ LACK OF COPING/ADAPTING SKILLS

■ PREVENTION

■ FINANCIAL

■ PRIOR UA

■ LACK OF MOTIVATION

■ ATTITUDE ISSUES

■ ALCOHOL RELATED

■ PRIOR NJ P

■ PRIOR DRB/XOI

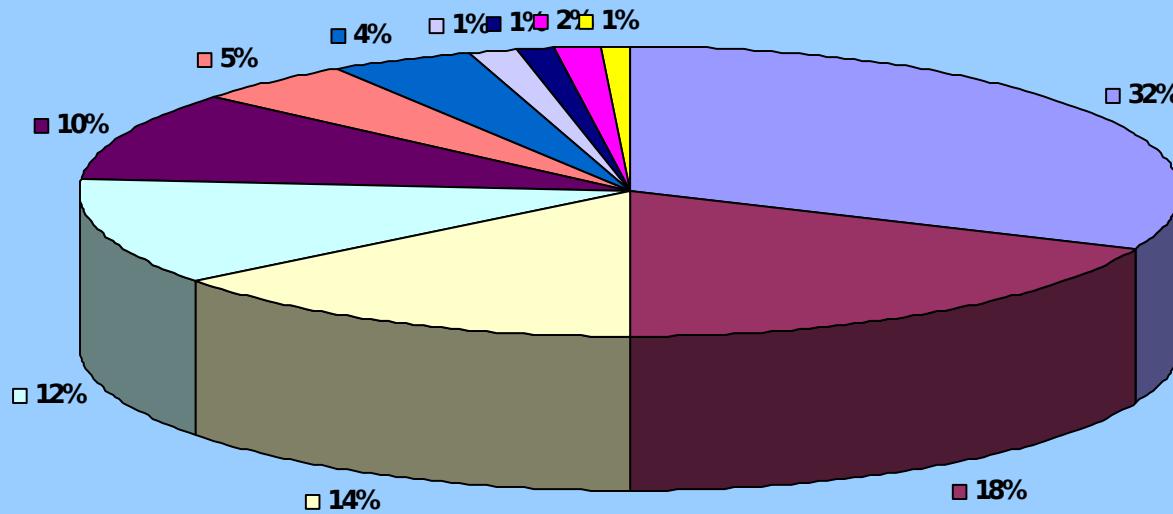
■ DISRESPECT

■ SUBSTANDARD PERFORMANCE

"Military Bearing Issues" consists of uniform appearance, haircuts, lack of communication skills, lateness, dislike of Navy and/or command, and poor professional relationship of LPO/LCPO.

BEARINGS

Reasons FFC Sailors separate prior to EAOS (attrite)



Fleet Forces Command data for period JUL 03 - JUN 04

Source: NAVRET retention/attrition data base

■ Drug abuse

■ Personality disorder

■ Hardship

■ Misconduct

■ Alcohol abuse

■ Fraud/erroneous entry

■ Serious offense

■ Parenthood

■ Pregnancy

■ Medical

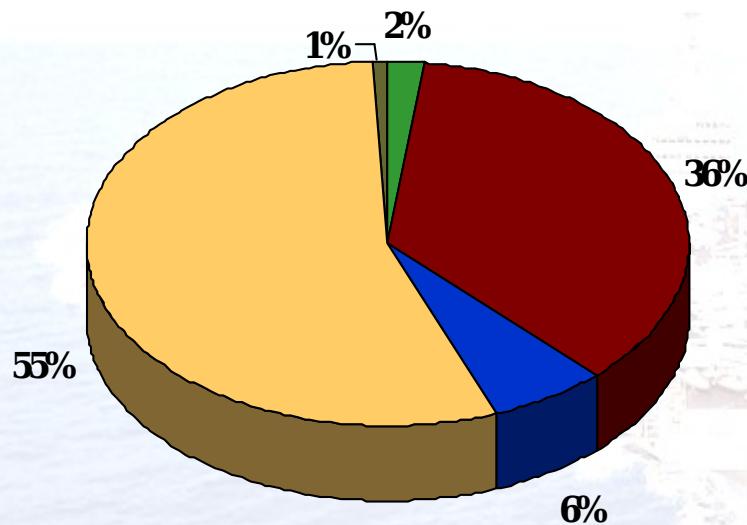
■ Homosexual/perversion

BEARINGS

BEARINGS demographics

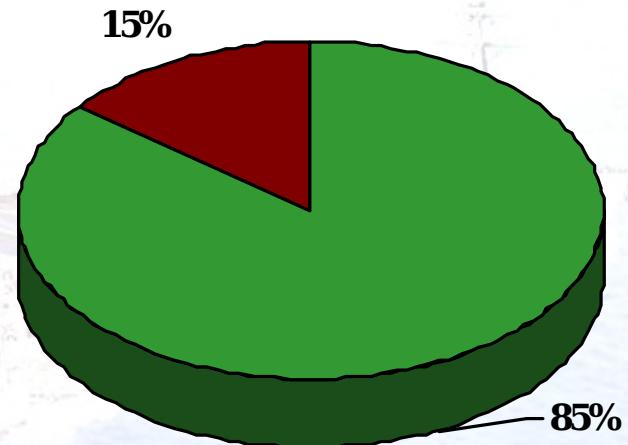
(Ethnicity/Gender of graduates)

Ethnicity



■ Asian ■ Afr. Amer ■ Hisp. ■ Cauc. ■ Native Amer.

Gender



■ Male ■ Female

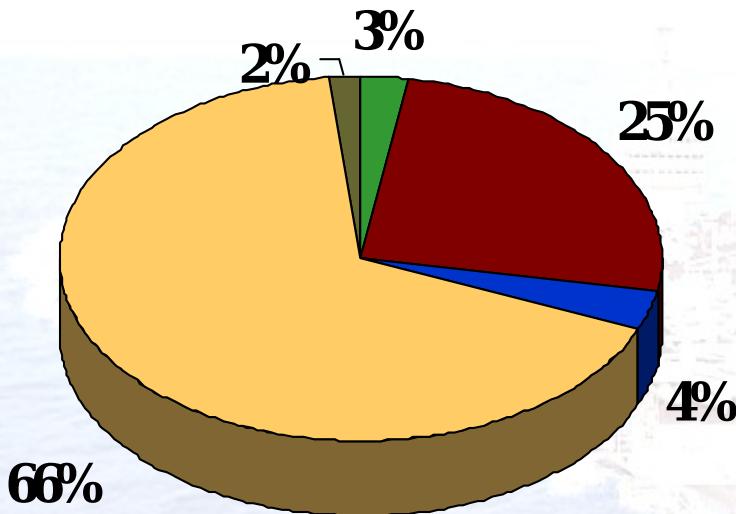
Data based on total Atlantic BEARINGS classes through 15 AUG 04

BEARINGS

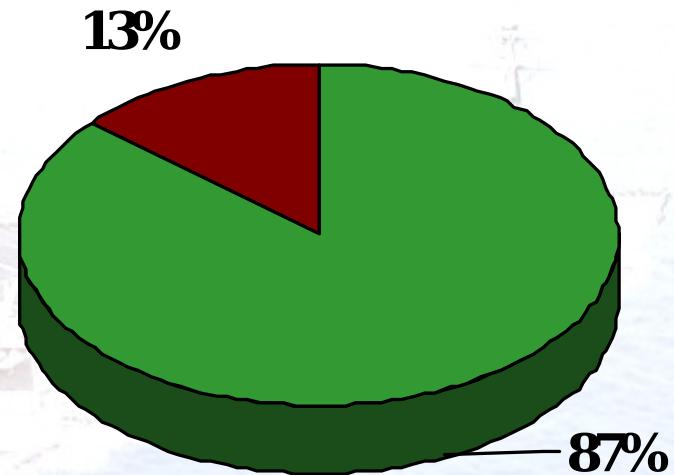
Fleet Force Command demographics

(Ethnicity/Gender of FFC Sailors)

Ethnicity



Gender



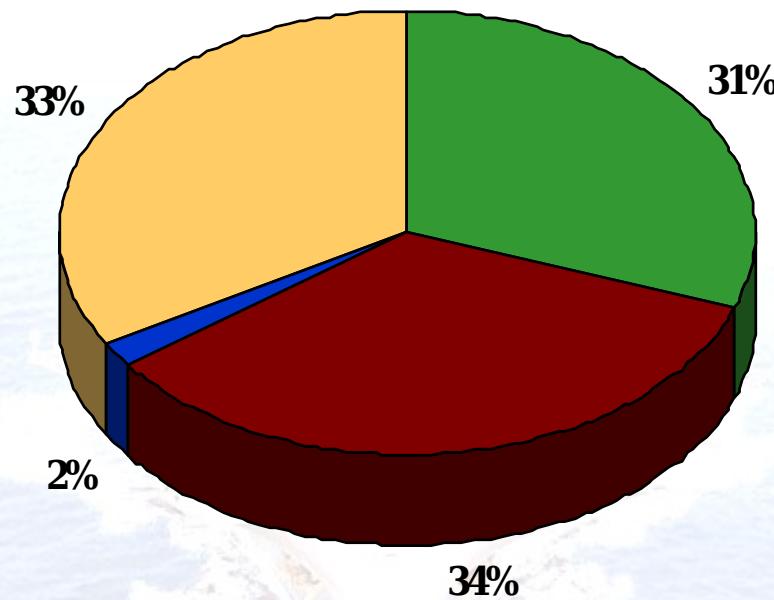
■ Asian ■ Afr. Amer. ■ Hisp. ■ Cauc. ■ Native Amer.

■ Male ■ Female

Based on NTMPS data as of 15 AUG 04

BEARINGS

Program Utilization (TYCOM breakdown... BEARINGS usage)



■ CNSL ■ CNAL ■ SUBLANT ■ Misc. Shore CMDS

Updated 15 AUG 04



BEARINGS-Pacific (NAVSTA San Diego)

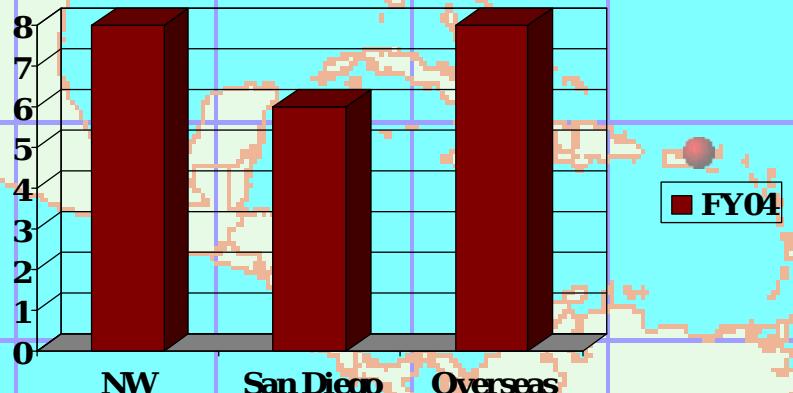
1 MCPO
1 CPO
1 PO1

BEARINGS
*staff manning and
class convenings for
FY04*

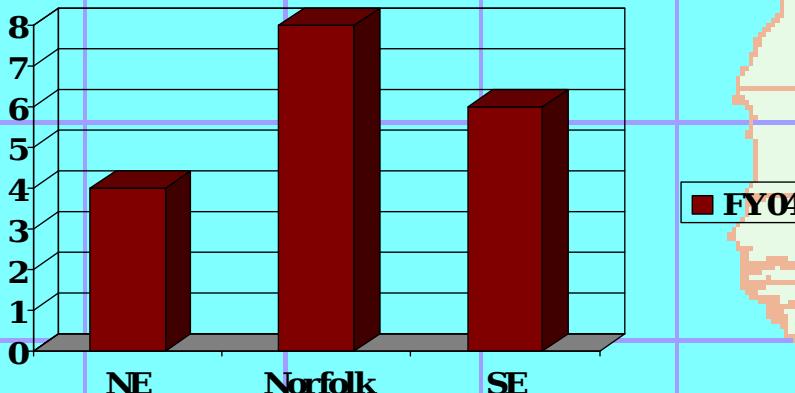
BEARINGS-Atlantic (NAVSTA Norfolk)

1 Program Manager
2 CPO
2 PO1

BEARINGS-PAC convenings



BEARINGS-LANT convenings



BEARINGS

~~FY04 Schedule... BEARINGS-LANT~~

20 - 31 OCT 03 NAVSTA NORFOLK VA

27 OCT - 07 NOV 03 CBC GULFPORT MS
(CNX)

01 - 12 DEC 03 NAS JACKSONVILLE FL

05 - 16 JAN 04 NAS OCEANA VA (CNX)

26 JAN - 06 FEB 04 NAVSTA NORFOLK VA

02 - 13 FEB 04 NAVSTA MAYPORT FL

23 FEB - 05 MAR 04 NAS BRUNSWICK ME

15 - 26 MAR 04 NAVSTA NORFOLK VA

05 - 16 APR 04 NWS CHARLESTON SC

19 - 30 APR 04 NAS OCEANA VA

03 - 14 MAY 04 NAS JACKSONVILLE FL

10 - 21 MAY 04 NAVSTA NORFOLK VA

07 - 18 JUN 04 NEW LONDON CT

14 - 25 JUN 04 NAVSTA MAYPORT FL

26 JUL - 06 AUG 04 NAS KEFLAVIK IC

09 - 20 AUG 04 NAS BRUNSWICK ME

16 - 27 AUG 04 NAVSTA NORFOLK VA

13 - 24 SEP 04 NAVSTA MAYPORT FL

BEARINGS

FY05 Schedule... BEARINGS-LANT

27 SEP - 08 OCT 04 NAVSTA NORFOLK VA

18 - 29 OCT 04 NWS CHARLESTON SC

25 OCT - 05 NOV 04 NAVSTA MAYPORT FL

29 NOV - 10 DEC 04 NAVSTA NORFOLK VA

24 JAN - 04 FEB 05 NAS OCEANA

31 JAN - 11 FEB 05 NAS JACKSONVILLE FL

07 - 18 FEB 05 NAVSTA INGLESIDE TX

20 FEB - 11 MAR 05 NAS BRUNSWICK ME

21 MAR - 01 APR 05 NWS CHARLESTON SC

11 - 22 APR 05 NAVSTA NORFOLK VA

02 - 13 MAY 05 NAVSTA MAYPORT FL

09 - 20 MAY 05 NAS OCEANA VA

06 - 17 JUN 05 NEW LONDON CT

06 - 17 JUN 05 NAVSTA NORFOLK VA

11 - 22 JUL 05 NAS SIGONELLA, SICILY

01 - 12 AUG 05 NAVSTA NORFOLK VA

22 AUG - 02 SEP 05 NAS BRUNSWICK ME

12 - 23 SEP 05 NAS JACKSONVILLE FL

BEARINGS

FY04 Schedule... BEARINGS-PAC

20-31 OCT (BREMERTON)

12-23 APR (BANGOR)

03-14 NOV (EVERETT)

26 APR-07 MAY (WHIDBEY ISLAND)

10-21 NOV (SAN DIEGO)

03-14 MAY (SAN DIEGO)

01-12 DEC (LEMOORE)

17-28 MAY (KOREA)

12-23 JAN (SAN DIEGO)

01-11 JUNE (ATSUGI)

20-30 JAN (YOKOSUKA)

21 JUL-02 AUG (SAN DIEGO)

02-13 FEB (SASEBO)

12-23 JULY (LEMOORE)

01-12 MAR (SAN DIEGO)

02-13 AUG (GUAM)

08-19 MAR (GUAM)

16-27 AUG (PEARL HARBOR)

22 MAR-02 APR (PEARL HARBOR)

07-17 SEP (SAN DIEGO)

27 SEP-08 OCT (WHIDBEY ISLAND)

12-22 OCT (EVERETT)

BEARINGS

FY05 Schedule... BEARINGS-PAC

12-22 OCT 04 (EVERETT)

02-13 MAY 05 (GUAM)

25 OCT-05 NOV 04 (BANGOR)

16-27 MAY 05 (PEARL HARBOR)

29 NOV-10 DEC 04 (SAN DIEGO)

06-17 JUN 05 (EVERETT)

10-21 JAN 05 (LEMOORE)

20 JUN-01 JUL 05 (WHDY ISL)

07-18 FEB 05 (SAN DIEGO)

11-22 JUL 05 (SAN DIEGO)

07-18 MAR 05 (SAN DIEGO)

08-19 AUG 05 (YOKOSUKA)

28 MAR-08 APR 05 (MISAWI JAPAN)

22 AUG-02 SEP (SASEBO)

11-22 APR 05 (ATSUGI JAPAN)

19-30 SEP 05 (SAN DIEGO)

BEARINGS

Feedback from the Fleet

Student: HA

Command: NMCP

Bearings Class: 03-070

Reason for contact: annual follow-up

Comment:

"I was the LCPO for HA XXXX. He has transferred to the USS Harry S. Truman (CVN-75). However, before he transferred he did not have any any NJPs since Bearings. Overall, after Bearings his performance has improved, he had a more mature attitude about the Navy. We wrote a very positive evaluation on him for his transfer from NMCP. I wish I could give more input but we have noticed a very positive change from the member after the course. Thank you." - HMC Galang, Naval Medical Center Portsmouth

Student: IS3

Command: OPNAV N2

Bearings Class: 03-100

Reason for contact: annual follow-up

Comment:

"Simply stated: BEARINGS was an important tool used to turn this Sailor around. Her personal responsibility and initiative traits were 180 degrees different from Mar 2003 to Mar 2004 when she transferred from this command. It also was not a training that "just stuck for a couple of months", she seems to be using the lessons learned to this day and is now truly a Navy Leader in the making. She obtained an Associates Degree in Business Administration, and she ended up as one of my top watch standers and most dependable Sailors."

- ISC(SW/AW) Shawn Carter, OPNAV N2

BEARINGS

What BEARINGS graduates are
saying...

Student: MA3

Command: NSB New London Security

Bearings Class: 04-130

Comment: **“Even before the course was over, I applied what I had learned to a situation at work and resolved a problem!”**

Student: SKSN

Command: ASD Mayport

Bearings Class: 04-140

Comment: **“Because of this course I know I will become the best Sailor I can be, and I will make a honest effort to be the best in my command.”**



BEARINGS



Points of Contact

BEARINGS-LANT information and/or quotas:

**Phone: (757) 444-0348 (DSN) 564
445-7353 x1020/1021 DSN 565**

Fax: (757) 445-0874 (DSN) 565

Quota Control/General info: www02.clf.navy.mil/bearings

BEARINGS-PAC information and/or quotas:

Phone: (619) 556-1272/1265 (DSN) 526

Quota Control/General info: www.rso.navy.mil/index

